

Diversity, Equity, and Inclusion at Berkeley Lab

Michael Brandt, Deputy Laboratory Director and Chief Operating Officer
November 5, 2018



Purpose of the presentation

Berkeley Lab needs our Community Advisory Group to provide guidance and support as we develop a diversity, equity, and inclusion strategic plan.

Please think about the following questions for discussion:

- What do you think Berkeley Lab needs to be doing to ensure a diverse, equitable, and inclusive workplace?
- What is your institution doing to ensure a diverse, equitable, and inclusive workplace?
- What best practices have you employed?
- What challenges do you face and how are you working to address them?

Committing to DEI as part of everyday Lab culture

Vision: *Berkeley Lab's creativity, innovation and overall success is fueled by a rich diversity of people, their talent and a culture of inclusion. We encourage and celebrate the diversity of individuals, identities, perspectives, and contributions of every employee in advancing the Lab's mission.*

Diversity: The Lab embraces a diverse representation of people and thought as vital for solving the world's most challenging scientific problems.

Equity: All employees are provided equal access to hiring, professional development, advancement opportunities, and fair compensation for equal work.

Inclusion: The Lab promotes an environment in which every individual or group is heard, respected, supported, and encouraged to fully participate.

Accountability: Managers and Supervisors will create **S**pecific, **M**easurable, **A**chievable, **R**elevant, **T**ime-based goals for each DEI principle and will be held accountable for reporting and meeting them.

We are building diversity, equity, inclusion, and accountability into our culture and making them key elements of our everyday behavior.

Why diversity, equity and inclusion matters for Berkeley Lab

“Scientific discovery is fueled by creativity and perseverance and progress is often made when diverse perspectives allow problems to be seen from a variety of different angles.

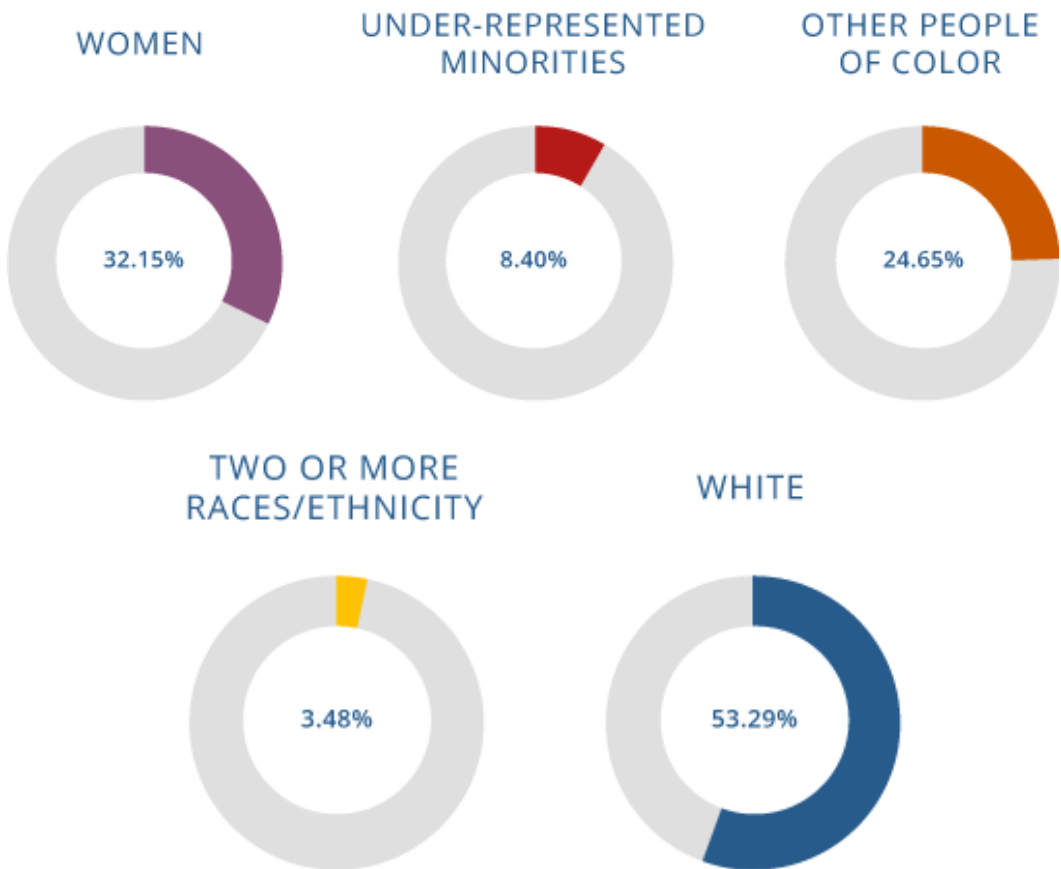
Our success as a national lab depends upon our ability to create a community that brings together people with diverse backgrounds, points of view, and approaches to problem-solving and who are committed to bringing science solutions to the world.”

- MARY MAXON

Associate Lab Director for Biosciences

Berkeley Lab Workforce Demographics

ALL JOBS



TYPES OF JOBS	% WOMEN	% URM [1]	% OPC [2]	% TWO OR MORE RACES/ ETHNICITY [3]	% WHITE
Overall Employee	32.15%	8.40%	24.65%	3.48%	53.29%
Overall Employee**	32.16%	9.25%	24.24%	3.03%	56.32%
Lab Senior Leadership (LD, DLD, ALDs)	33.33%	0.00%	11.11%	0.00%	88.89%
Research/Technical Management (first-line and mid-level)	17.52%	5.13%	20.71%	2.30%	69.20%
Operations Management (or Research Support)	45.48%	8.77%	17.26%	1.10%	68.49%
Technical Research Staff	20.88%	5.19%	25.62%	2.37%	58.80%
Operations Staff	46.43%	16.96%	22.23%	4.46%	48.66%
Postdocs	26.44%	3.78%	36.89%	3.33%	43.78%
Graduate Students [4]	30.39%	3.94%	25.29%	4.64%	45.24%
Undergraduates [4]	34.07%	5.77%	27.75%	6.32%	36.62%

Date of Data: September 30, 2017;
[1] Under-represented minorities defined as African American/Black, Native American/Alaskan native, or Hispanic/Latino (or combination).
[2] Other people of color include Asian/Asian American and Pacific Islander/Native Hawaiian.
[3] Employees identifying themselves with two or more racial categories, or at least one non-white racial category and Hispanic/Latino, are counted here.
[4] Graduate students and undergraduate students are those students who work at and are paid by the laboratory. Numbers for graduate students and undergraduates are provided as cumulative counts for the fiscal year.
** Overall Employee — students are EXCLUDED

Chief Diversity, Equity, and Inclusion Officer



Lady Idos

Chief Diversity, Equity, and Inclusion Officer

- Starts November 19, 2018
- Reports directly to Berkeley Lab Director Mike Withereil
- New position; created to lead Berkeley Lab's Diversity, Equity, and Inclusion efforts
- Currently Senior Manager of Diversity & Inclusion at Blue Shield of California
- Previously Berkeley Lab's DEI Program Manager

Berkeley Lab Senior Leadership Council



Michael Brandt
Lab Deputy Director
for Operations



Lady Idos
Chief Diversity, Equity,
and Inclusion Officer



Inder Monga
Division Director,
Scientific Networking



Horst Simon
Deputy Lab Director
For Research



David Brown
Division Director,
Computational Research



Michelle Lee
Interim Chief Human
Resources Officer



Jeff Neaton
Associate Lab Director,
Energy Sciences Area



Blake Simmons
Division Director,
Biological Systems &
Engineering



Bill Collins
Division Director,
Climate & Ecosystem Science



Mary Maxon
Associate Lab Director,
Biosciences Area



Mary Ann Piette
Division Director, Building
Technology & Urban Systems



Theresa Triplett
Interim Director, Institutional
Assurance and Integrity



John German
Chief Strategic
Communications Officer



Don Medley
Head of Government and
Community Relations



Mary Sidney
Former Deputy of
Operations, Energy
Technologies Area



Henrik Von Der Lippe
Division Director,
Engineering

Responsibilities of the Senior Leadership Council

Berkeley Lab's Senior Leadership Council reports to Lab Director, with oversight from U.S. Department of Energy & University of California Office of the National Laboratories.

Roles & Responsibilities include:

- In collaboration with Chief DEI Officer, develop, approve, and champion Lab-wide strategic plan for diversity, equity and inclusion
- Define desired DEI outcomes, develop scorecard to measure and track accountability and successes
- Implement DEI strategies within the Lab's Areas and Divisions
- Sponsor Employee Resource Groups, Employee Activity Associations, Diversity Councils, Task Forces
- Bottom line: be a role model for diversity, equity, and inclusion at Berkeley Lab

Employee Resource Groups at Berkeley Lab

- African American ERG
- All-Access ERG
- gLoBaL ERG
- Lambda Alliance ERG
- Latinx and Native American ERG
- Veterans ERG
- Women Scientists & Engineers Council ERG



Additional DEI activities at Berkeley Lab



Inaugural event of the Director's "Distinguished Women in Science Speaker Series"



Diversity, Equity & Inclusion Action Planning Workshop - 6 task forces formed with ~60 total members and growing



Berkeley Lab employees and senior leaders at DEI Historical Scan event

Berkeley Lab needs the CAG's guidance and support

For discussion:

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